



News Release

National Labor Relations Board Office of the General Counsel

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Complaint issued against hair salon chain for ‘secret ballot’ pledge

Employees told to promise never to sign union authorization cards

The NLRB today issued a complaint against Minneapolis-based Regis Corporation, which operates some 10,000 hair salons under various names, alleging it illegally solicited employees to promise in writing that they would not sign union authorization cards in the future.

The complaint also alleges that, in a DVD played to employees across the country, the company’s Chief Executive Officer warned that hair stylists would be blacklisted from the industry if they supported a union. In the recording, he exhorted employees to sign a “Protection of Secret Vote Agreement”, which would prospectively revoke any union authorization cards signed in the future. The complaint further alleges that a district manager threatened employees with job loss if they refused to sign the agreement.

The alleged events occurred in the fall and winter of 2009-2010, at a time when legislation was pending in Congress that would have required employers to recognize a union if a majority of employees signed authorization cards. It has not been enacted.

Regis Corporation operates salons under the names Master Cuts, Cost Cutters, and Mia and Maxx, among others. The complaint combines charges filed by employees in Minneapolis, Indianapolis and Buffalo, New York (18-CA-19218, 25-CA-31193, and 3-CA-27539).

The complaint states the remedies being sought, including an order requiring the corporation to produce a new DVD in which the CEO will read an NLRB notice about the illegal acts, to be played to all employees. The hearing will be scheduled at a later date.

The NLRB is an independent federal agency vested with the authority to safeguard employees' rights to organize and to determine whether to have a union as their collective bargaining representative. The Agency also acts to prevent and remedy unfair labor practices committed by private sector employers and unions, as well as cases arising from the United States Postal Service.

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